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Joint Service E3 & Spectrum
TRAINING WORKING GROUP

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E3 & Spectrum Engineering Division (OS35)
Joint Spectrum Center
Defense Spectrum Organization
DISA

20 March 2014

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Welcome to the Joint Service E3 & Spectrum TRAINING WORKING GROUP

Feel free to ask questions!

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Disclaimer

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The information provided in this briefing is for general information purposes only. It does not constitute a commitment on behalf of the United States Government to provide any of the capabilities, systems or equipment presented and in no way obligates the United States Government to enter into any future agreements with regard to the same. The information may not be disseminated further without the express consent of the United States Government.

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Agenda

- **Joint Staff Perspective**
- **DSO Overview**
- **Joint Training Working Group Background**
- **Governance**
- **E3 / SS Educational Program Overview**
  - **Outreach**
  - **Course Development and Delivery**
- **Service Perspectives**
  - **E3/SS Educational Efforts**
  - **Compliance with Governance**
- **Spectrum Professional Development Program Efforts**

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JOINT STAFF PERSPECTIVE

Joint Training Working Group (JTWG)

PURPOSE:

- Provide a forum for the coordination of the Services' efforts to develop, implement, and manage Spectrum and E3 awareness training efforts for DoD acquisition and operational personnel.

OBJECTIVES

- Increase awareness in the DoD acquisition community that Spectrum and E3 are primary requirements for procurement of DoD systems.
- Provide a forum for the coordination and sharing of Spectrum- and E3-related training information, issues, and concerns among the military services' organizations.
- Create a framework to assist individual service organizations to pro nd E3-relate sonnel

- **Coordination**
- **Information Exchange**
- **Synergy of Educational/Training Efforts**

Participation

WHO SHOULD PARTICIPATE?

- DoD
  - JCS – J65 (Spectrum Office)
    - SPONSOR
  - DoD CIO
    - Governance
  - DISA/DSO (J5, SPO)
    - JTWG Lead
- FMOs
  - AFSMO, National
  - ASMO, Plans
  - NMSC, Engineering
  - AFMC
  - Other?
- Army
  - E3 Office Reps
    - Ammo, Aviation, Vehicle, and Space
  - TRADOC
- Navy
- OPNAV N2N6 and E3/SS NTSP Lead
- SYSCOM and Field Activity
  - E3/SS and Training Reps

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Organizational Chart

De… …nization's

DoD CIO

Defense Information Systems Agency (DISA)
Organization (DSO)

Director: Mr. Stu Timerman
HQE: Mr. Nick Basciano
Vice Director: Mr. Mike Williams
Tech. Director: Mr. Bob Schneider

Spectrum and Communications Policy

Policy Guidance

Operational Guidance

Joint Staff J6

MILDEPS

CCMDS

Strategic Planning Office (SPO)
Mr. Steve Molina

Joint Spectrum Center (JSC)
COL Bart Schuck

Business Mgmt Office
Mr. John Ennema

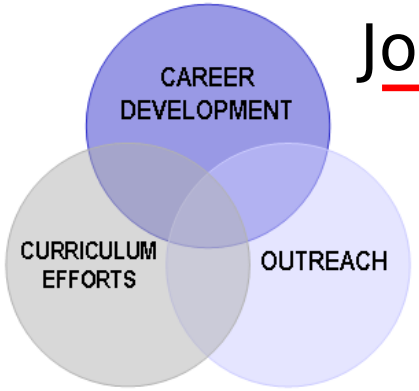
Defense Spectrum Organization

Vision: **Enabling information dominance through effective spectrum operations**

Mission: **Provide direct combatant command/JTF support, strategic electromagnetic spectrum planning, engineering analysis and enterprise capabilities and services to enable effective global spectrum operations for joint warfighters, national level leaders and coalition partners**

Our Goal: **Be a Center of Excellence for electromagnetic spectrum operations – embedded support, engineering/analysis, services/tools and the development of integrated spectrum plans and long-term strategies to address current and future needs for DoD spectrum access**

Joint Service Spectrum & E3 Education Program



Joint Service Spectrum & E3 Education Program

Policy & Standardization

CAREER DEVELOPMENT

- Analyze/ Requirements Analysis
- Design/ Gap Analysis
- Development, Course, Documentation
- Implementation
- Evaluation/ Assessment

OUTREACH

- Conferences
- Organizations
- Training Working Group
- Media, Publications
- Web presence

CURRICULUM COORDINATION & TRAINING

- Development (Course, DL, WBT)
- Delivery
- Analysis & Integration

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E3/SS Policy
Training Governance

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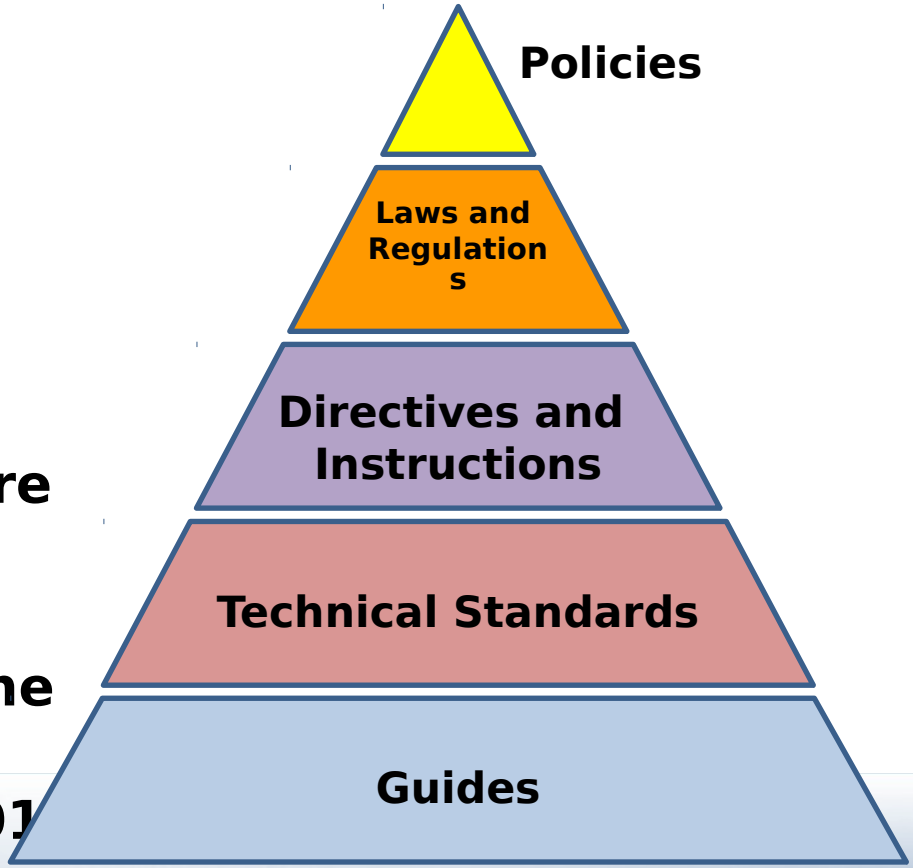
E3/SS Policy
Where does it Come From?

- **Law and Associated Regulations**
  - **OMB Circular A-11**
  - **NTIA Manual**
  - **DFARS 235.071**
- **DoD Policy**
  - **CJCSI 3170.01, CJCSI 6212.01**
  - **DoDD 5000.01 Enclosure 1, Para. E1.10**
  - **DoDI 5000.02**
  - **DoDD/DoDI 3222.03, The DoD E3 Program**
  - **DoD Instruction 4650.01 09 Jan 2009, Management and Use of Radio Frequency Spectrum**



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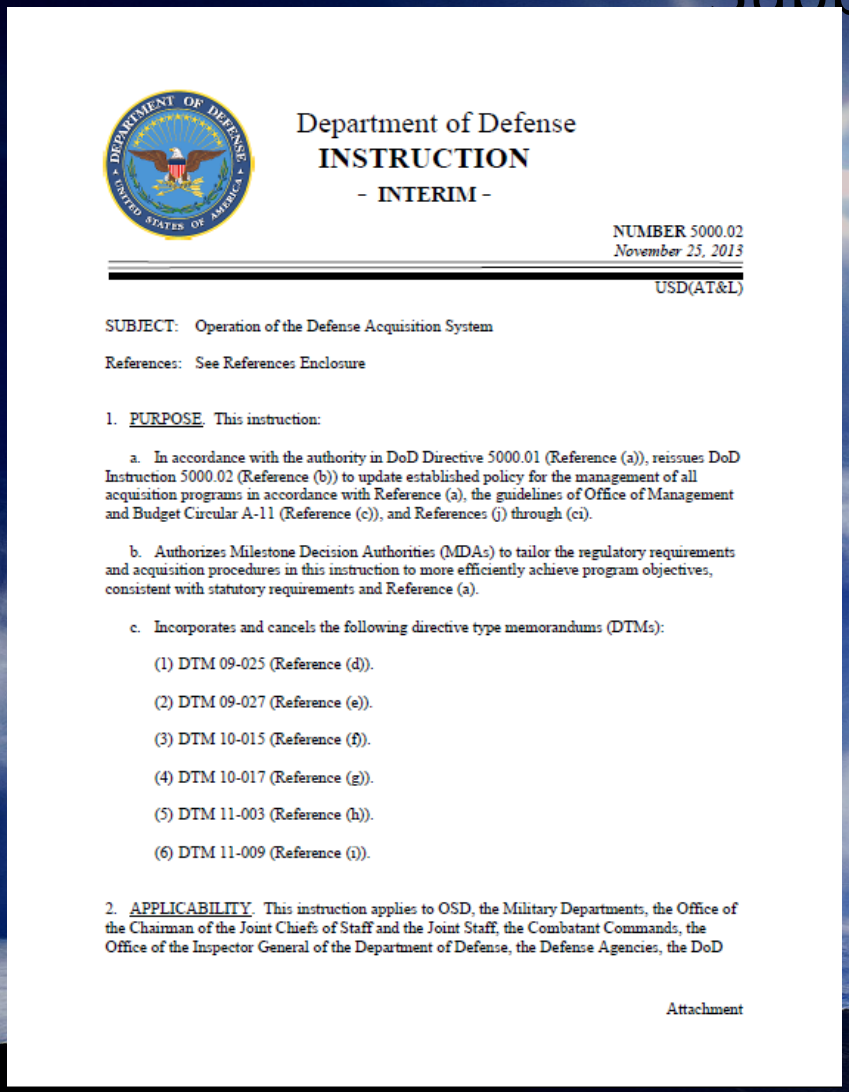
DoDI 5000.02: Operation of the Defense Acquisition System Spectrum Supportability & E3



Department of Defense
INSTRUCTION
- INTERIM -

NUMBER 5000.02
November 25, 2013

USD(AT&L)

SUBJECT: Operation of the Defense Acquisition System

References: See References Enclosure

1. PURPOSE. This instruction:

a. In accordance with the authority in DoD Directive 5000.01 (Reference (a)), reissues DoD Instruction 5000.02 (Reference (b)) to update established policy for the management of all acquisition programs in accordance with Reference (a), the guidelines of Office of Management and Budget Circular A-11 (Reference (c)), and References (j) through (ci).

b. Authorizes Milestone Decision Authorities (MDAs) to tailor the regulatory requirements and acquisition procedures in this instruction to more efficiently achieve program objectives, consistent with statutory requirements and Reference (a).

c. Incorporates and cancels the following directive type memorandums (DTMs):

(1) DTM 09-025 (Reference (d)).

(2) DTM 09-027 (Reference (e)).

(3) DTM 10-015 (Reference (f)).

(4) DTM 10-017 (Reference (g)).

(5) DTM 11-003 (Reference (h)).

(6) DTM 11-009 (Reference (i)).

2. APPLICABILITY. This instruction applies to OSD, the Military Departments, the Office of the Chairman of the Joint Chiefs of Staff and the Joint Staff, the Combatant Commands, the Office of the Inspector General of the Department of Defense, the Defense Agencies, the DoD

Attachment

- **Relevant E3/SS Changes:**
  - **Table 2, Milestone and Phase Information Requirements**
  - **Enclosure 1, Table 2: Application for Frequency Allocation (DD 1494) and Spectrum Supportability Risk Assessment required for all programs at each milestone**
  - **Enclosure 3, Systems Engineering, Para 19: Spectrum Supportability compliance.**

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DoDI 5000.02: Operation of the Defense Acquisition System

Interim DoDI 5000.02, November 25, 2013

Table 2. Milestone and Phase Information Requirements, Continued

INFORMATION REQUIREMENT	PROGRAM TYPE[1]				LIFE-CYCLE EVENT[1,2]								SOURCE	APPROVAL AUTHORITY
	MDAP	MAIS	ACAT II	ACAT ≤ III	MDD	MS A	CDD Val	Dev RFP Rel	MS B[4]	MS C	FRP/FD Dec	OTHER		
	NOTES													
DOT&E REPORT ON INITIAL OPERATIONAL TEST AND EVALUATION (IOT&E)	•	•	•	•							•		10 U.S.C. 2399 (Ref. (n)) 10 U.S.C. 139 (Ref. (n))	DOT&E
	STATUTORY; required for DOT&E Oversight List programs only. The DOT&E publishes the list of programs under operational test and evaluation (OT&E) and LFT&E oversight continuously online at https://extranet.dote.osd.mil/oversight/. A final decision to proceed beyond LRIP or Limited Deployment may not be made until the DOT&E has submitted the IOT&E Report to the Secretary of Defense and the congressional defense committees have received that report. If DoD decides to proceed to operational use of the program or to make procurement funds available for the program before the MDA's FRP/FD decision, the DOT&E's report will be submitted as soon as practicable after the DoD decision to proceed.													
ECONOMIC ANALYSIS		•				•		•	•		•	•	SEC. 811, P.L. 106-398 (Ref. (r)) DoDI 7041.3 (Ref. (ad))	DoD Component
	STATUTORY for MAIS. May be combined with the AOA at Milestone A. Also required at any review that is the equivalent of Milestone B or the FD Decision. For DBS programs, summarized in the Business Case.													
Exit Criteria	•	•	•	•		•		•	✓	•			This instruction	MDA
	Regulatory. Exit criteria are specific accomplishments that must be achieved before a program can proceed to the designated acquisition phase covered by the criteria. Documented in the ADM.													
FREQUENCY ALLOCATION APPLICATION (DD FORM 1494)	•	•	•	•		•			•	•			SEC. 104, P.L. 102-538 (Ref. (ae)) 47 U.S.C. 305, 901-904 (Ref. (af))	National Telecommunications and Information Administration
	STATUTORY for all systems/equipment that use the electromagnetic spectrum while operating in the United States and its possessions. Generally not applicable to DBS programs. Required for programs responding to urgent needs. The DD Form 1494, "Application for Equipment Frequency Allocation," is available from http://www.dtic.mil/whs/directives/infomgt/forms/dd/ddforms1000-1499.htm. The STATUTORY requirement for milestone decisions is met when DD Form 1494 is submitted by the Program Manager to the appropriate reviewing and approving agencies.													
Full Funding Certification Memorandum	•	•				•			•	•	•		Para. 2.f of Enc. 10 of this instruction	MDA/CAPE
	Regulatory. See paragraph 2.f of Enclosure 10 of this instruction. Must be signed by the Component Acquisition Executive and the Component Chief Financial Officer.													

Table Notes:

1. A dot (•) in a cell indicates the specific applicability of the requirement to program type and life-cycle event, and represents the initial submission requirement. Moving right across a row, a checkmark (✓) indicates the requirement for updated information.
2. All of the "Life-Cycle Events" will not necessarily apply to all "Program Types."
3. Documentation for the identified events will be submitted no later than 45 calendar days before the planned review.
4. Information requirements that have been finalized and approved by the responsible authority in support of the Development RFP Release Decision Point do not have to be re-submitted prior to Milestone B unless changes have occurred. In that case, updated documents will be provided.
5. In this table, "draft" means a "DoD Component-approved draft."

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DoDI 5000.02: Operation of the Defense Acquisition System

Interim DoDI 5000.02, November 25, 2013

Table 2. Milestone and Phase Information Requirements, Continued

INFORMATION REQUIREMENT	PROGRAM TYPE[1]				LIFE-CYCLE EVENT[1,2]								SOURCE	APPROVAL AUTHORITY
	MDAP	MAIS	ACAT II	ACAT ≤ III	MDD	MS A	CDD Val	Dev RFP Rel	MS B[4]	MS C	FRP/FD Dec	OTHER		
	NOTES													
SMALL BUSINESS INNOVATION RESEARCH (SBIR)/SMALL BUSINESS TECHNOLOGY TRANSFER (STTR) PROGRAM TECHNOLOGIES	•	•	•	•		•		•	•	•	•		15 U.S.C. 638 (Ref. (u))	MDA
	STATUTORY. Program managers will establish goals for applying SBIR and STTR technologies in programs of record. For contracts with a value at or above $100 million, program managers will establish a goal for the transition of Phase III technologies in subcontracting plans, and report the number and dollar amount of contracts entered into for Phase III SBIR or STTR projects. At each milestone indicated, the Program Manager will provide a detailed plan for the use of SBIR and STTR technologies and associated planned funding profile (Phase I, II, and III).													
Spectrum Supportability Risk Assessment	•	•	•	•		•			•	•		•	DoDI 4650.01 (Ref. (au))	Component CIO or designee
	Regulatory. Applicable to all systems/equipment that use the electromagnetic spectrum in the United States and in other host nations. Due at milestone reviews and prior to requesting authorization to operate (for other than testing) in the United States or in host nations.													
System Threat Assessment Report (STAR)	•	•	•	•		•		✓		✓	✓		This instruction DIA Directive 5000.200 (Ref. (v)) DIA Instruction 5000.002 (Ref. (w))	- ACAT ID and IAM: Validated by DIA - ACAT IC and IAC and below: Validated by DoD Component
	Regulatory. MDAP and MAIS programs require a unique, system-specific STAR. Programs on the DOT&E Oversight List require a unique, system-specific STAR, unless otherwise directed by DOT&E.													
Systems Engineering Plan (SEP)	•	•	•	•		•		✓	✓	✓			Sec. 2 of Enc. 3 of this instruction	DASD(SE) or Component Head (or as delegated)
	Regulatory. A draft[5] update is due for the Development RFP Release Decision Point; approved at Milestone B. Use the SEP outline (https://dap.dau.mil/policy/Lists/Policy%20Documents/Attachments/3283/PDUSD-Approved.SEP%20Outline.docx) on the Defense Acquisition Guidebook (Reference (l)) site. DBS programs may include systems engineering planning in applicable sections of the Business Case and Program Charter. The DASD(SE) is the approval authority for MDAPs and MAIS programs; the Component Head or as delegated will approve the SEP for all other programs.													

Table Notes:

1. A dot (•) in a cell indicates the specific applicability of the requirement to program type and life-cycle event, and represents the initial submission requirement. Moving right across a row, a checkmark (✓) indicates the requirement for updated information.
2. All of the "Life-Cycle Events" will not necessarily apply to all "Program Types."
3. Documentation for the identified events will be submitted no later than 45 calendar days before the planned review.
4. Information requirements that have been finalized and approved by the responsible authority in support of the Development RFP Release Decision Point do not have to be re-submitted prior to Milestone B unless changes have occurred. In that case, updated documents will be provided.
5. In this table, "draft" means a "DoD Component-approved draft."

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DoD Instruction 4650.01

9 January 2009

Policy - Proper management required for operations involving spectrum dependent systems

Five Core Principles

1. **Ensure the U.S. warfighter has sufficient spectrum access to support military capabilities.**
2. **Support a U.S. spectrum policy that balances national and economic security, with national security as the first priority.**
3. **Use the spectrum as efficiently and effectively as practical to provide the greatest overall benefit to warfighting capability.**
4. **Pursue spectrum-efficient technologies to support the increasing warfighter demand for spectrum access and encourage development of S-D systems that can operate in diverse electromagnetic environments (EMEs).**
5. **Actively support U.S. policies and interests in international spectrum bodies and in international and bilateral negotiations for spectrum allocation and use.**

4650.01: Recent Requirement

Spectrum Supportability Risk Assessment (SSRA)

"DoDI 4650.01 - P4e. For all S-D systems, DoD Components shall determine if there will be sufficient spectrum to support operation of the system during its life cycle. In order to affect design and procurement decisions, DoD Components shall:

(1) Identify spectrum-related risks as early as possible via spectrum supportability risk assessments.

(2) Review these assessments at acquisition milestones.

(3) Manage the risks throughout the system's lifecycle."

- **Includes increasingly detailed regulatory, technical, and operational assessments (to include EMC)**
- **Reviewed by CIO or designate at MS A, B, and C, to determine supportability**
- **Procedures specified at high level, recommended risk assessment tasks included as attachment**
- **Managed with other risks**
- **Certification in U.S. and Host Nations handled**

DoD Instruction 4650.01

09 January 2009

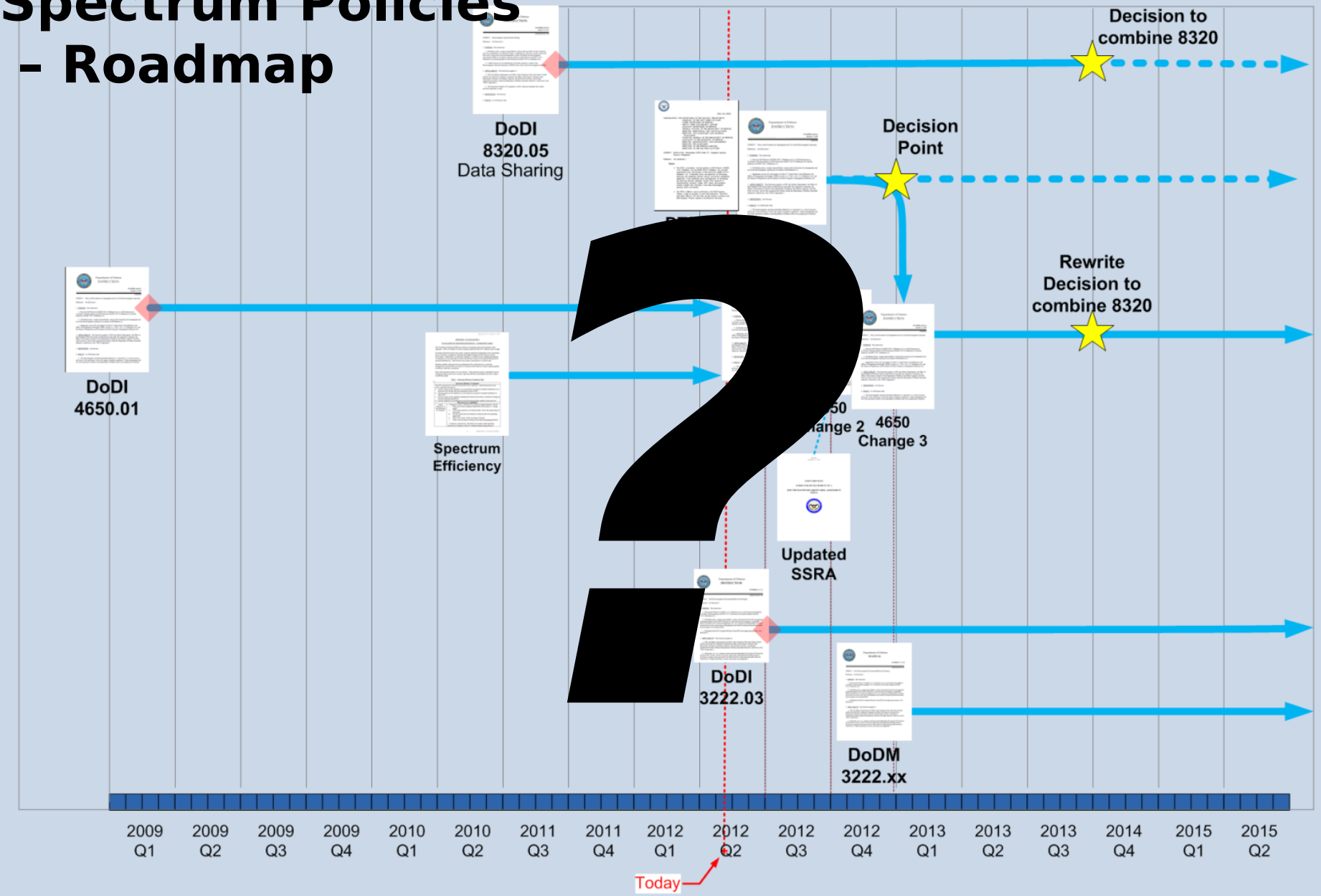
- Current 4650.01 does not mention training
- Change 2 (pending), para 2:
  - DISA shall:

  “g. Provide technical documentation, training, and consultation to the Services regarding the preparation of SSRAs.”

DoD Spectrum Policy Initiatives

- **ELECTROMAGNETIC DATA SHARING:**
  - ***DoDI 8320.05, Electromagnetic Spectrum Data Sharing August 18, 2011***
  - DoD-wide spectrum data sharing instruction that integrates all users together into a community of interest (COI) with common policy , procedures, and a combined meta-data registry
  - Establishes the DoD Spectrum Data Administrator to be the single focal point to ensure trusted data is available to the warfighter
- **SPECTRUM EFFICIENCY:**
  - Develop the implementation and policy/prioritization strategy to pursue spectrally efficient systems
  - Adopt performance based metrics to mandate spectrally efficient waveforms and networks – for all wireless implementations including sensors, jammers and communications
  - Leverage new technologies, such as DARPA Next Generation (XG) and Wireless Network after Next (WNaN), to improve spectrum efficiency while maintaining or improving mission effectiveness
- **SPECTRUM-DEPENDENT ASSET VALUE DETERMINATION (S-DAVD)**
  - Considers the value of spectrum required for SDS in analyses of alternatives
  - Requires Spectrum efficiency be a key consideration in the procurement of SDS.
  - Documentation to be included in SSRAs
- **INTEGRATED SPECTRUM RESOURCE MANAGEMENT:**
  - Establishes the policy to support Joint Electromagnetic Spectrum Operations (JEMSO) for integrated management across all spectrum communities

Spectrum Policies – Roadmap



Strategy and Implementation Documents

- DoD Electromagnetic Spectrum Strategy 2013/Gates

"Finally, DoD must improve its understanding and assessment of proposed regulatory and policy changes, and the associated impacts, to arrive at informed decisions that balance national defense and security with economic interests. "

- *DISA Strategic Implementation Plan 2013-2018*

***"Key Objective 1.5:** Provide a full array of electromagnetic spectrum services and capabilities ranging from short notice on-the-ground operational support at the forward edge to long range planning"*

- Various Earlier Incarnations

DODD 3222.3 and Draft DODI 3222.03

Excerpts (from Draft)

DoD E3 awareness and training shall be promulgated throughout the DoD and is mandatory for acquisition workforce and operating personnel involved inresearch and development, procurement, test and evaluation (T&E), and operation and maintenance of military systems and equipment.

Components Provide E3 education and awareness training to acquisition workforce and operational personnel in acquisition, communications, weapons systems, electronics technician, and maintenance billets. Coordinate training requirements with the DoD E3 IPT.

Joint Chiefs Provide doctrine to mitigate hazards of EM radiation to ordnance during joint, allied, and coalition operations and for DoD installations.

COCOMs Ensure E3 control is addressed during operational training, forces-on-forces simulations and war games, and in the day-to-day conduct of activities for all force postures. Ensure tactics, techniques, and procedures are developed and used to mitigate the risk of systems assessed as vulnerable to the EME.

TRAINING. DoD Components shall provide E3 training to DoD civilian program management and systems engineering personnel and to military personnel assigned to acquisition, communications, weapons

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OUTREACH

Conferences

- Outreach to Groups with particular interest in Spectrum Supportability and E3 Considerations
- Partnership with AFCEA
  - E3/Spectrum Training Sessions
  - Engagement Theater Sessions

Conference List: *acc.dau.mil/learn*

MILCOM 2014
Affordable Mission Success: Meeting the Challenge

EMC 2014
AUGUST 3-8 - RALEIGH - NORTH CAROLINA

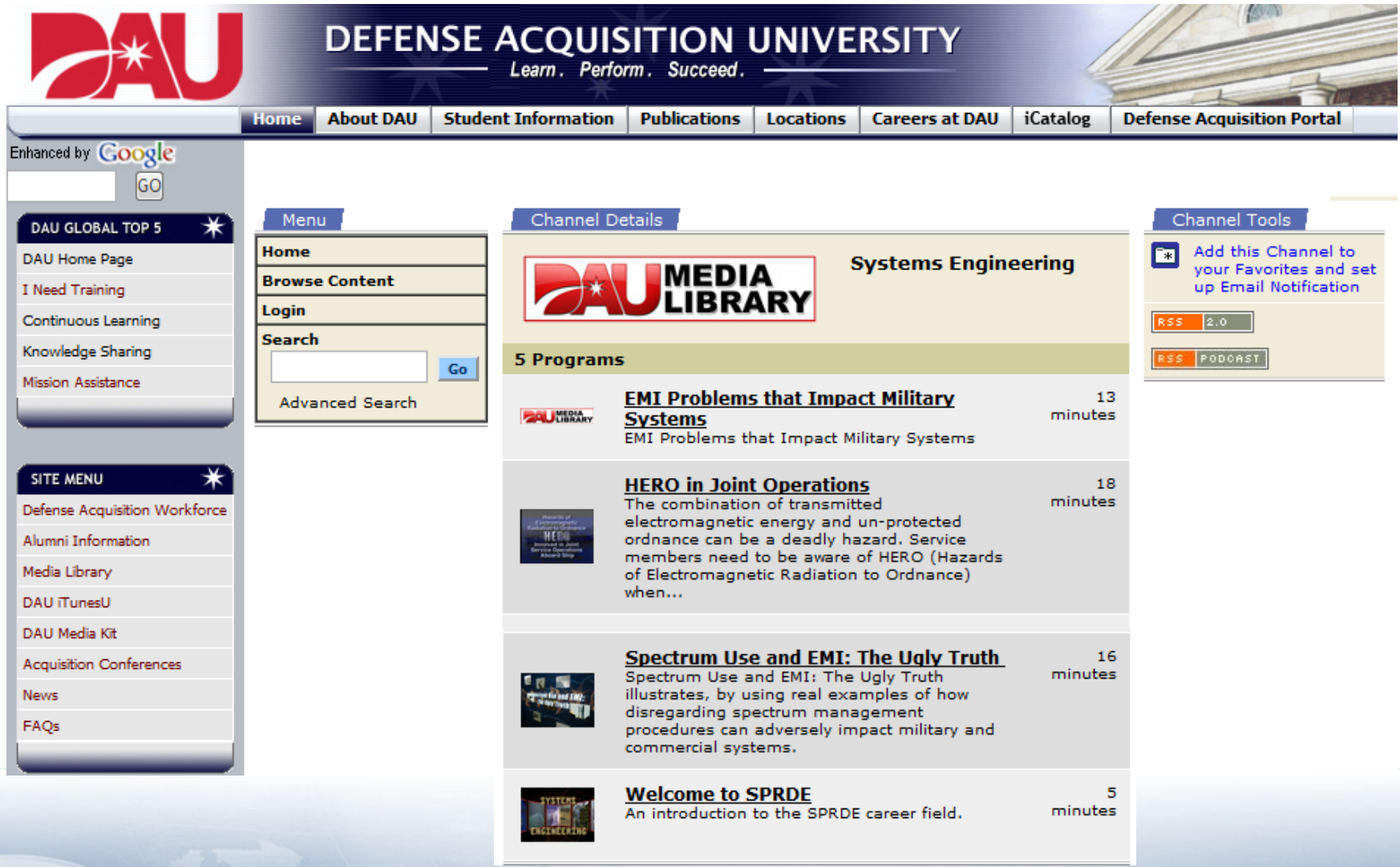
Joint E3/SS Training Working Group

- JSC Hosted Meeting. Objectives:
  - Increase E3 and SS awareness in the DOD acquisition community
  - forum to coordinate and share E3 and SS training information
- Next Session: 20 March 2014, Sponsored by the Joint Staff (J6)
- Location: Ex… e 200, Bowie,

Agenda items include:

- **Governance**
- **Spectrum Professional Development Plan (SPDP)**
- **Services efforts**
- **MET-based training development**
- **Outreach efforts**

Videos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DAU Media Kit
Acquisition Conferences
News
FAQs
Menu
Home
Browse Content
Login
Search
Go
Advanced Search
Channel Details
DAU MEDIA LIBRARY
Systems Engineering
5 Programs
EMI Problems that Impact Military Systems
EMI Problems that Impact Military Systems
13 minutes
HERO in Joint Operations
The combination of transmitted electromagnetic energy and un-protected ordnance can be a deadly hazard. Service members need to be aware of HERO (Hazards of Electromagnetic Radiation to Ordnance) when...
18 minutes
Spectrum Use and EMI: The Ugly Truth
Spectrum Use and EMI: The Ugly Truth illustrates, by using real examples of how disregarding spectrum management procedures can adversely impact military and commercial systems.
16 minutes
Welcome to SPRDE
An introduction to the SPRDE career field.
5 minutes
Channel Tools
Add this Channel to your Favorites and set up Email Notification
RSS 2.0
RSS PODCAST

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VIDEO:
INTRO and/or EXAMPLES

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VIDEO

Key Electromagnetic Spectrum Considerations

For Acquisition Professionals

Apr 2014

View presentat

Select Chapters

Guidance - Reso

Exit

- *To stop the presentation at any time*
- *Program running time is approximat*

2014 Revision

- **Updated animation sequences**
- **Added SSRA information**
- **Incorporating new Senior Leadership “speech”**
- **Other minor updates**

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Chapters

Military Operations Today

Operational EMI Examples

Definitions

Spectrum Acquisition Requirements

Applicable Standards

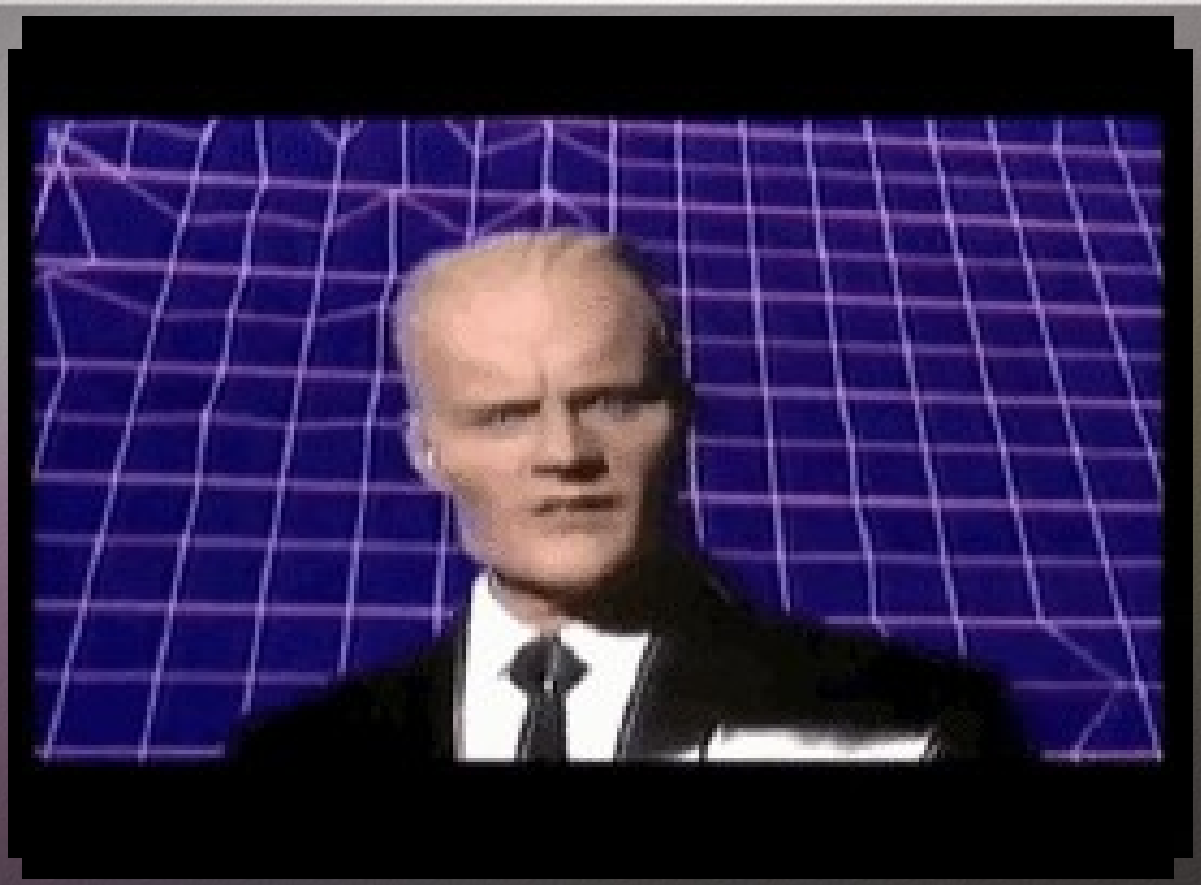
Spectrum Supportability Process

SSRA

Suggested Actions

Conclusions

We Need a New Speaker!



LtGen Robert M. Shea

Former Director, C4 Systems
Joint Chiefs of Staff/J6

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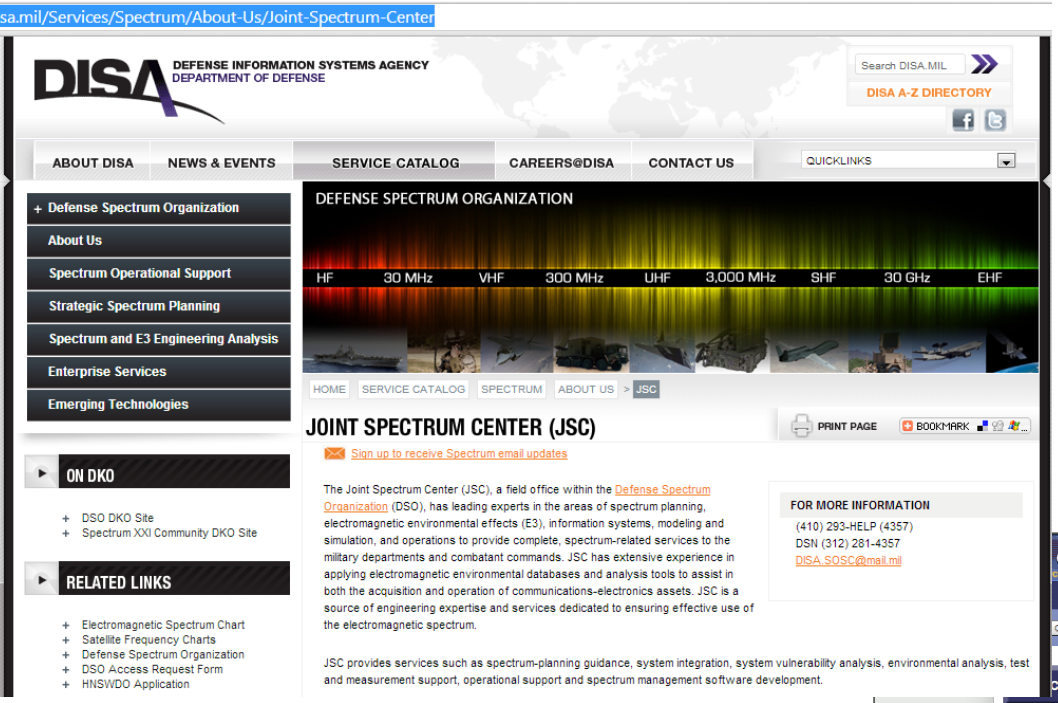
VIDEO/SHEA

JSC Spectrum/E3 Websites…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The Joint Spectrum Center (JSC), a field office within the Defense Spectrum Organization (DSO), has leading experts in the areas of spectrum planning, electromagnetic environmental effects (E3), information systems, modeling and simulation, and operations to provide complete, spectrum-related services to the military departments and combatant commands. JSC has extensive experience in applying electromagnetic environmental databases and analysis tools to assist in both the acquisition and operation of communications-electronics assets. JSC is a source of engineering expertise and services dedicated to ensuring effective use of the electromagnetic spectrum.
FOR MORE INFORMATION
(410) 293-HELP (4357)
DSN (312) 281-4357
DISA.SOSC@mail.mil
JSC provides services such as spectrum-planning guidance, system integration, system vulnerability analysis, environmental analysis, test and measurement support, operational support and spectrum management software development.
ON DKO
+ DSO DKO Site
+ Spectrum XXI Community DKO Site
RELATED LINKS
+ Electromagnetic Spectrum Chart
+ Satellite Frequency Charts
+ Defense Spectrum Organization
+ DSO Access Request Form
+ HNSWDO Application

http://www.disa.mil/Services/Spectrum/About-Us/Joint-Spectrum-Center

DAU ACC

Community Connection
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Diana Dunty
Sign Out
Find Knowledge
Go
You are here:
Community Explorer
Spectrum and E3 Compliance SIA
Spectrum and Electromagnetics 101
Spectrum Supportability and E3 Policy...
E3 and Spectrum Acquisition Requirements...
Spectrum Supportability Determination...
Participate
View my Profile
Contribute...
Modify this Topic
Subscribe to this Topic
Email this Page
Community Administration...
Search...
Sign Out
Subscribe
Defense Spectrum Organization (DSO)/Joint Spectrum Center (JSC)
Topic
Main View
Discussions
Whats New
Members
Activity
0 contributions at this topic
Search Knowledge in this Community
The Joint Spectrum Center (JSC) (a field office within the Defense Spectrum Organization (DSO)) has leading experts in the areas of spectrum planning, electromagnetic (EM) environmental effects (E3), information systems, modeling and simulation, and operations to provide complete, spectrum-related services to the military departments and combatant commands. JSC has extensive experience in applying electromagnetic environmental databases and analysis tools to assist in both the acquisition and operation of communications-electronics assets. JSC is a source of engineering expertise and services dedicated to ensuring effective use of the EM spectrum.
JSC provides services such as spectrum-planning guidance, system integration, system vulnerability analysis, environmental analysis, test and measurement support, operational support and spectrum management software development.
JSC provides support for spectrum planning, spectrum certification of new weapon and sensor system development, and training and operational support to the unified commands, military departments, and defense agencies. These services are also available to federal and local government activities and foreign nations that serve in interests of the U.S. Department of Defense (DoD) and have the approval of the Office of the Assistant Secretary of Defense for Network and Information Integration (OASD/NII). JSC can provide these services to US industries when the efforts are determined to be in the interest of national security.
JSC Division Discriptions

Links to:

E3 Reference Library
E3/SS Acquisition
Training Schedules
E3 Class Descriptions
JSC Request Forms
And More

Spectrum and E3 Compliance Special Interest Area on the DAU Acquisition Community Connection

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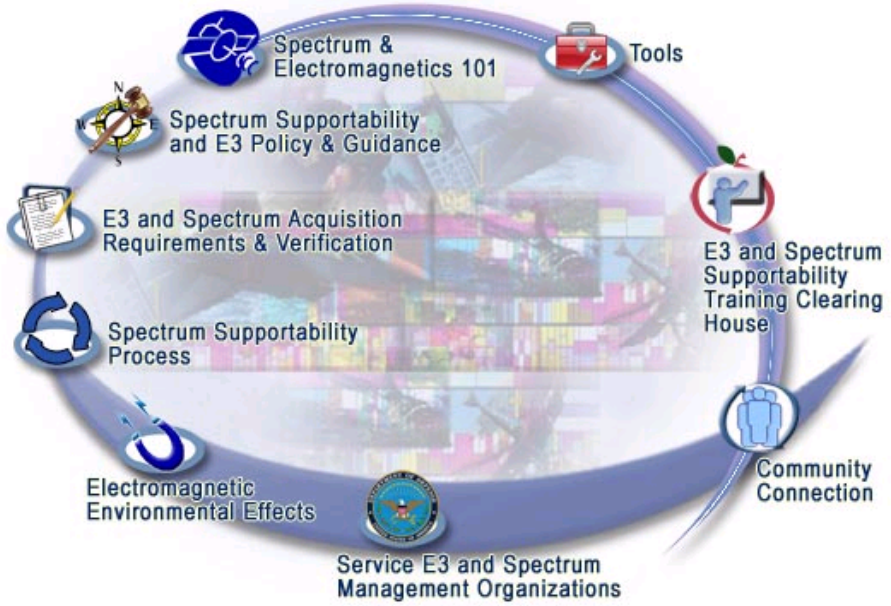
Acquisition Community Connection
Where the DoD AT&L Workforce Meets to Share Knowledge

"Spectrum & E3 Compliance" home page:
acc.dau.mil/e3 **or**
acc.dau.mil/spectrum

Spectrum & E3 Training:
acc.dau.mil/learn

JSC Spectrum & E3 Document Library:
acc.dau.mil/library


Spectrum & Electromagnetics 101
Tools
Spectrum Supportability and E3 Policy & Guidance
E3 and Spectrum Acquisition Requirements & Verification
E3 and Spectrum Supportability Training Clearing House
Spectrum Supportability Process
Community Connection
Electromagnetic Environmental Effects
Service E3 and Spectrum Management Organizations

Sign up and be part of the Spectrum and E3 Compliance Community!

Within the various Spectrum and E3 Compliance SIA web pages, you will find a variety of information on requirements, guidance, organizations, etc. associated with the proper consideration of E3 and spectrum management considerations for weapon systems and other DoD equipment in the acquisition cycle. If you are not presently a Spectrum and E3 SIA member,

DAU ACC Site – Other Information

Class or Conference	Location	Time/Date	Contact or other info
E3/SS Awareness for the Acquisition E3/SS Awareness for the Acquisition Professional	Washington Navy Yard	21 Mar 2014	For questions or to sign up, please contact the Joint Spectrum Center at: disa.annapo training@mail.
E3/SS Awareness for the Acquisition E3/SS Awareness for the Acquisition Professional	Orlando, FL (Sponsored by: STRI)	1 April 2014	
E3/SS Awareness for the Acquisition E3/SS Awareness for the Acquisition Professional	Orlando, FL (Sponsored by: NAWC, Training Systems Division)	1 April, 2014	
E3/SS Awareness for the Acquisition E3/SS Awareness for the Acquisition Professional	MacDill AFB, Tampa, FL (Sponsored by: Joint Frequency Management Office)	2 April, 2014	
E3/SS Awareness for the Acquisition E3/SS Awareness for the Acquisition Professional	San Antonio, TX (Sponsored by: AF IFR Agency)	1st week of June, 2014	
E3/SS Awareness for the Acquisition E3/SS Awareness for the Acquisition Professional	Dahlgren, Virginia (Sponsored by: JWAC)	14 July, 2014	

Training List & Training Schedule:

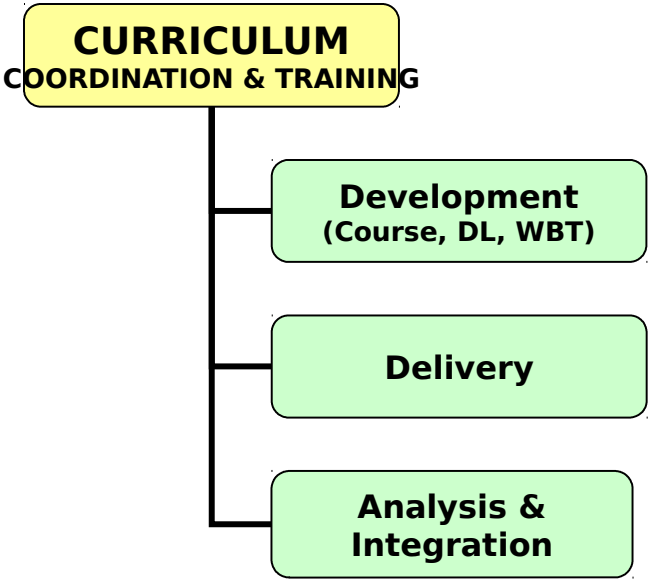
acc.dau.mil/learn

Helpful	Title	Type
1	Driving the DoD Toward Change	Learning Materials
1	Ordnance/EMV Related Articles	Learning Materials
1	Gaps in the Application of the EMC Directive Due to Inadequate Harmonized Product Standards	Learning Materials
1	Emerging Issues in Regulations and Standards - An Update on MIL-STD-461F	Learning Materials
1	6th Edition of CISPR Available (CISPR 15 Ed. 7.1 (2007-01)	Learning Materials
1	The Great Radio Spectrum Famine	Learning Materials
1	Plan and Timetable to Make Available 500 MHz of Spectrum for Wireless Broadband	Learning Materials
1	Environmental ESD, Part II: Thunderstorms and Lightning Discharges	Learning Materials
1	And Now, Electronic Pollution	Learning Materials

List of Articles:

https://acc.dau.mil/CommunityBrowser.aspx?id=138518

DISA/DSO CURRICULUM



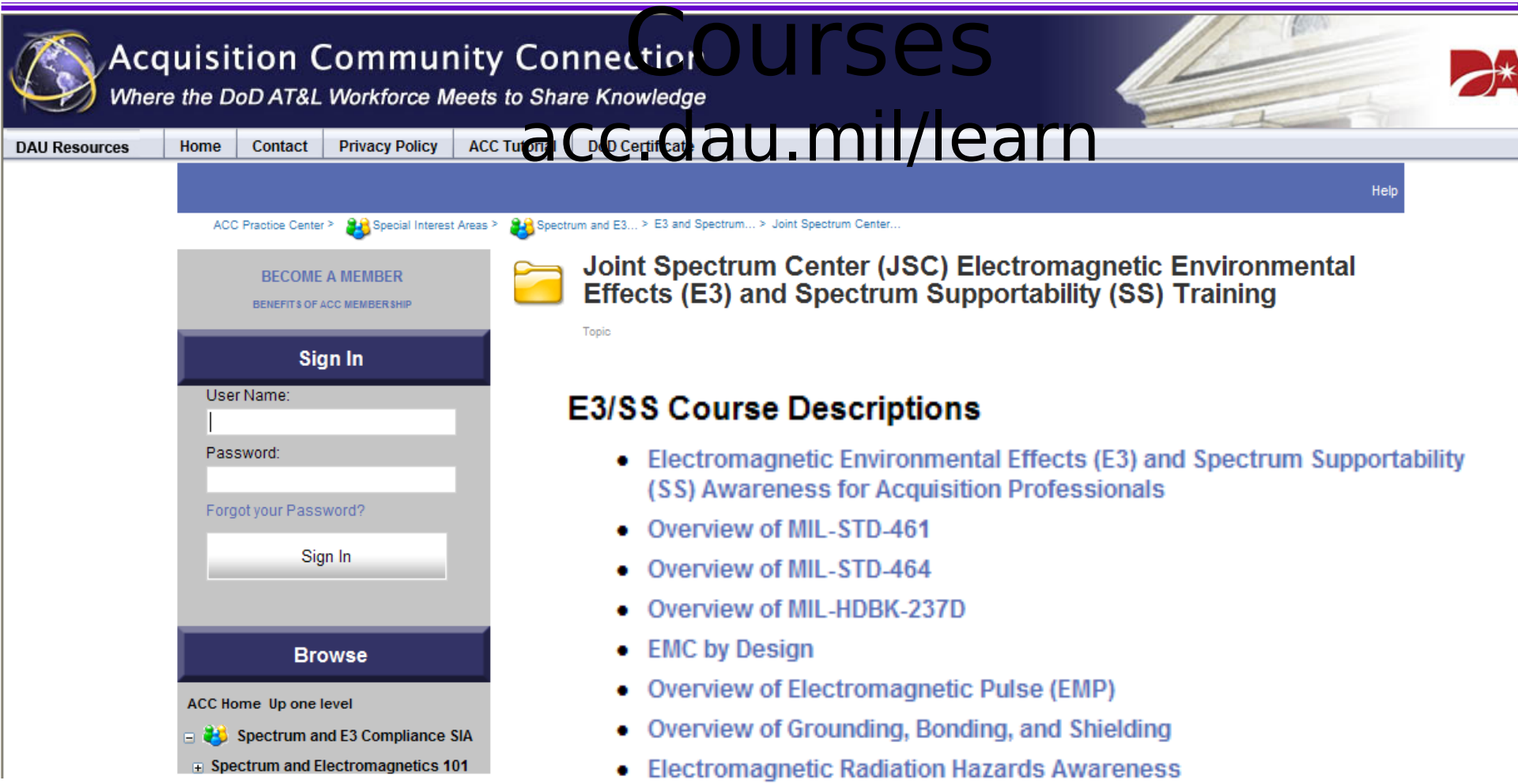
- **Course Catalogue online**
- **Course Delivery**
- **Available upon request (Request form online)**

Courses recently provided and planned (FY14):

- **SPAWAR Systems Center San Diego**
- **USANCA**
- **Navy Yard**
- **PEO STRI**
- **NAWC Training Systems Division**
- **MacDill AFB**
- **AF Intelligence Agency**
- **Ft Irwin**
- **Boeing, St. Louis**
- **JWAC, Dahlgren**

Available Classroom Courses

acc.dau.mil/learn



Online Courses

Continuous Learning Modules

- CLE 018: E3 and Spectrum Supportability for Acquisition Professionals
- CLE 047: Grounding, Bonding and Shielding

Joint Knowledge Online

- Joint Electromagnetic Environment Effects and Spectrum

School Analysis and Integration

DAU	
SYS 202	
SYS 203	**Completed (2012)**
SYS 302	**Completed (2011)**
PMT 352	**check with new course manager; Mark Faldo**
PMT 401	
CLC (CLE018, CLE047)	**Online**
ACC (Spectrum and E3 Special Interest Area)	**Ongoing (Populating and Maintaining);**
DAU Media Center	**videos posted (E3/SS (Instructional, Examples; HERO)**
DISA Systems Engineering	**Guest speaker**
T&E	???

Service Efforts

- NAVY
  - SSC Charleston
  - SSC San Diego
- AF
- ARMY
- MARINE CORPS

- Other organizations

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Spectrum Professional Development Plan (SPDP)

DISA/DSO

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PURPOSE

- Describe the development and implementation of the DSO Spectrum Professional Development Program (SPDP)
- Consider applicability to your organization

Note: NOT a replacement for Military spectrum training

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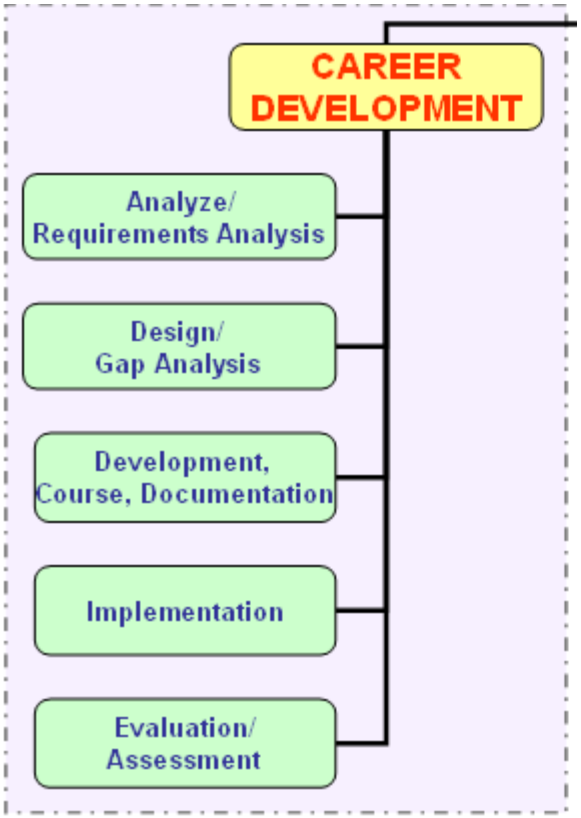
What is the SPDP?



- Formalized educational plan for the E3 and Spectrum communities
- Based on Agency Mission Essential Tasks
- Path for career progression
  - Course development
  - Potential elements
- Designed Primarily for Acquisition and Combat Support Communities
- Training opportunities

No current centralized development program for E3 and Spectrum Engineers

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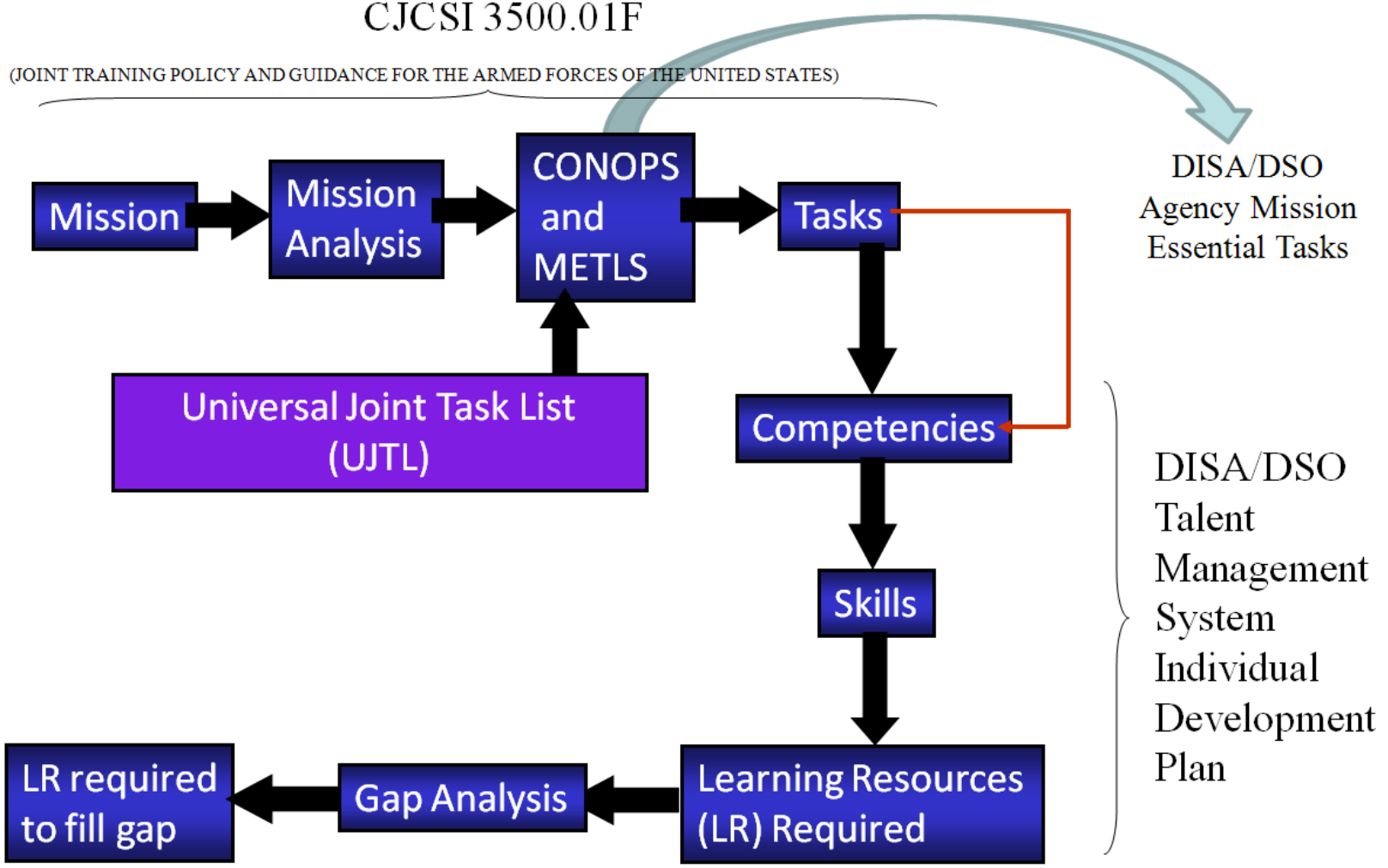
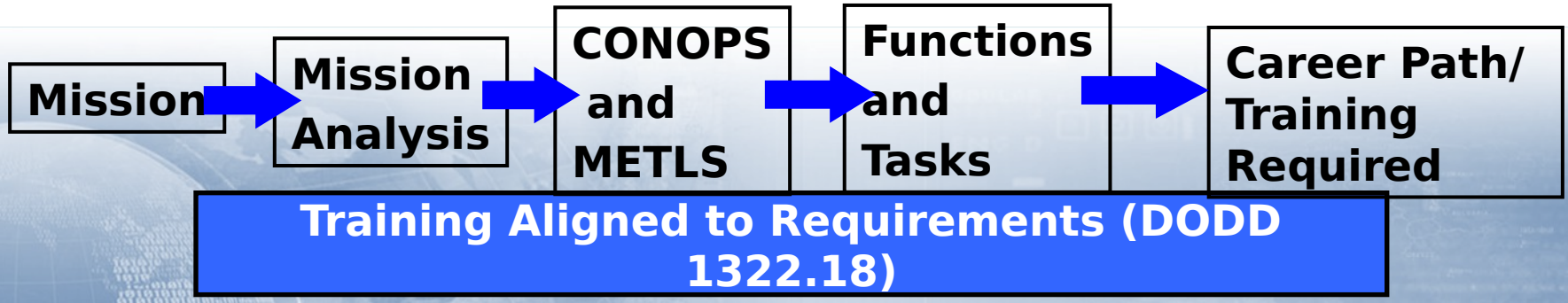
CJCSI 3500.01F

(JOINT TRAINING POLICY AND GUIDANCE FOR THE ARMED FORCES OF THE UNITED STATES)





General Implementation Plan of Action

- Determine Organizational Competencies and METLs Supported
  - Review organizational missions, CONOPs
  - Review existing Spectrum/E3 METLs
  - Develop new Spectrum/E3 METLs, if required
- Develop Learning Objectives based on Requirements
  - Must support organizational competencies
  - Competencies determined from management discussions/surveys
  - Must support Spectrum/E3 METLs
- Determine Required Developmental/Learning Activities to ensure competency requirements are met
- Goal
  - Training aligned to METLs

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EX: Defense Spectrum Organization

DISA MET 5: Provide electromagnetic spectrum planning, coordination, deconfliction, and management services to enable DoD global operations.

5.1 Perform spectrum management strategic planning and recommend policy to support DoD global spectrum access.

5.2 Perform analyses supporting DOD worldwide access to spectrum and conduct evaluations to support DOD'S effective use of spectrum

5.3 Provide spectrum supportability planning and policy development for DOD.

5.4 Conduct evaluations of emerging spectrum technologies.

5.5 Provide operational spectrum management and frequency deconfliction support for operations and exercises.

5.6 Develop, maintain and make available an operational Joint spectrum management system and supporting spectrum engineering data for combat operations.

5.7 Provide technical electromagnetic environmental effects (E3) and spectrum engineering support upon request from the Combatant Commands, their components and the Military Services.

5.8 Coordinate submission and defense of DoD space systems filings within the National and International processes to assure access to orbital locations for geosynchronous satellite networks and spectrum access for geosynchronous satellite networks and non-geosynchronous systems.

DESCRIPTION OF AMETs

Example: DSO 5.1

5.1 Perform spectrum management strategic planning and recommend policy to support DoD global spectrum access

- Development and update of the DoD Electromagnetic Spectrum Management Strategic Plan
- Coordination for DoD Implementation Plan submissions
- Developing, maintaining, updating the Defense Spectrum Management Architecture (DSMA)
- Developing, maintaining, updating the Department's biennial strategic planning submission in support of national spectrum policy initiatives
- Developing, coordinating, and representing DoD positions for international, regional, and national spectrum forums

SKILLS BREAKDOWN
DSO Example

5.1 Perform spectrum management strategic planning and recommend policy to support DoD global spectrum access

- Defense Spectrum Management Architecture (DSMA) Fundamentals
- Enterprise Architecture
- Architecture Development Tools
- Strategic Planning Fundamentals
- Knowledge of the Defense Information Enterprise Architecture (DIEA)
- Strategic Planning (SM Regulation and Policy)
- Joint Spectrum Planning
- Spectrum systems and technologies
- Spectrum Management Policies and Procedures - Basic
- Spectrum Dependent System (SDS) procurement
- Joint operational Concepts
- Spectrum Data and Tools

DESCRIPTION OF AMETs

Example: DSO 5.4

5.4 Conduct evaluations of emerging spectrum technologies

- Evaluate emerging spectrum technologies for possible impacts or benefits to DoD
- Conduct an emerging spectrum technology outreach program with government, industry and academia

SKILLS BREAKDOWN
DSO Example

5.4 Conduct evaluations of emerging spectrum technologies

- Legacy RF Systems
- Monitor Technology Developments
- Technology Risk Assessment
- EST Outreach

Spectrum Professional Development Plan

AMET – Competency- Skill-Learning Resource

5.1 Perform spectrum management strategic planning and recommend policy to support DoD global spectrum access

- Defense Spectrum Management Architecture Fundamentals
  - Knowledge and understanding of spectrum management principles, business processes, systems and organizations. Ability to maintain and update the DoD DSMA
    - Attend National Telecommunications and Information Administration architecture development training (E)
      - » http://www.ntia.doc.gov/osmhome/training/spman.html

Spectrum Professional Development Plan

AMET – Competency - Skill Learning Resource

5.2 Perform analyses supporting DOD worldwide access to spectrum and conduct evaluations to support DOD'S effective use of spectrum

- Configuration Management
  - Configuration Management Knowledge of Data/Metadata Management
    - Univ of Houston: E2, I2, S2 - Configuration Management Principles and Implementation Certification
      - » http://www.cmpic.com/1-4.htm
- Data Modeling Techiques
  - Knowledge of Data Modeling Principles, Tools, and Techniques
    - Data Modeling Training (S);
      - » http://www.stevehoberman.com/DataModelingMasterClass.htm

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Spectrum Professional Development Plan

Role: Spectrum Strategic Planner

Group ID		Competency	SKILL ID	Skill	Skill Definition	Entry Level		Intermediate Level		Senior Level	
						Required Proficiency Level	Importance	Required Proficiency Level	Importance	Required Proficiency Level	Importance
51	Spectrum management strategic planning and policy	5.1 Perform spectrum management strategic planning and recommend policy to support DoD global spectrum access	SPDP1	Defense Spectrum Management Architecture (DSMA) Fundamentals	Knowledge and understanding of spectrum management principles, business processes, systems and organizations. Ability to maintain and update the DoD DSMA.	1-2	3	3	3	4	4
51	Spectrum management strategic planning and policy		SPDP2	Enterprise Architecture	Knowledge of the principles and applications of enterprise architecture	2	3	3	3	4	4
51	Spectrum management strategic planning and policy		SPDP3	Architecture Development Tools	Knowledge of architecture development tools, and the SM DoD Architecture Framework.	2	3	3	3	4	3
51	Spectrum management strategic planning and policy		SPDP4	Strategic Planning Fundamentals	Knowledge and understand fundamentals of strategic planning	2	2	3	3	4	3
51	Spectrum management strategic planning and policy		SPDP5	Knowledge of the Defense Information Enterprise Architecture (DIEA)	Knowledge of the DIEA and application to spectrum business processes and rules	2	3	3	3	4	2
51	Spectrum management strategic planning and policy	5.1 Perform spectrum management strategic planning and recommend policy to support DoD global spectrum access	SPDP6	Strategic Planning (SM Regulation and Policy)	Knowledge of DoD Spectrum Organization (DSO) structure, Programs and Divisions. Develop and update DSO/SM strategic plans and guiding documents. Knowledge of consolidating and coordinating plans, policies, studies, reports and concepts submissions from all DoD components.	2	2	3	3	4	4
51	Spectrum management strategic planning and policy		SPDP7	Joint Spectrum Planning	Knowledge of Joint planning process and Joint spectrum operations	2	2	3	2	4	4
51	Spectrum management strategic planning and policy		SPDP8	Spectrum systems and technologies	Knowledge of legacy and planned spectrum systems and technologies	2	2	3	2	4	1
51	Spectrum management strategic planning and policy		SPDP9	Spectrum Management Policies and Procedures - Basic	Develop working knowledge of spectrum policy directives, regulations, instructions and other key documents. Attend courses, meetings, conferences and other fora to develop understanding of spectrum policies and procedures.	2	4	3	4	4	4
51	Spectrum management strategic planning and policy		SPDP10	Spectrum Dependent System (SDS) procurement	Knowledge of current and future Spectrum Dependent System (SDS) procurements and the general acquisition process as it relates to SDS	2	2	3	3	4	3
51	Spectrum management strategic planning and policy		SPDP11	Joint operational Concepts	Knowledge of Joint operational Concepts	2	2	3	3	4	3
51	Spectrum management strategic		SPDP12	Spectrum Data and Tools	Knowledge of spectrum data tools and	2	3	3	3	4	2

Training requirements identified in DISA CMIS

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Spectrum Professional Development Plan

Competency	Skill	Proficiency Level	Skill Definition	Learning Resource (LR)	LR Summary	Primary LR Link	Secondary LR Link	Tertiary LR Link
5.1 Perform spectrum management strategic planning and recommend policy to support DoD global spectrum access	Defense Spectrum Management Architecture (DSMA) Fundamentals	2	Knowledge and understanding of spectrum management principles, business processes, systems and organizations. Ability to maintain and update the DoD DSMA.	Read Architecture Framework Implementation (E);	Independent Reading	http://www.ndu.edu/iCollege/pcs/pcs_ea.html	http://tonex.us/courses/enterprise-architecture/architecture-frameworks/dod-architecture-framework-dodaf-20-training	
		1		Attend National Telecommunications and Information Administration architecture development training (E)	Attend training	http://www.ntia.doc.gov/osmhome/training/spman.html		
		1		Complete Defense Architecture Repository System (DARS) tutorial and attend DARS user-group meetings. (E)'	Attend training ***(Register at site, then log in for course information and registration.)***	https://dars1.army.mil/IER2/	https://acc.dau.mil/CommunityBrowser.aspx?id=22238	http://prim.dtic.mil/oldsite/DefenseArchitectureRegistrySystem(DARS)fromHRMPerspective.pdf
		1		Read DoDI 4650.01, 5144.1, 8000.1, 8210.xx, 8320.02, and CJCSI 3320.01B (I);	Independent Reading			
	Enterprise Architecture	N/A	Knowledge of the principles and applications of enterprise architecture	Understand DoD Information Enterprise Architecture (DIEA) (I);	Independent Reading			
		3		Complete NDU Information Resources Management College Enterprise Architecture (EA) "Architect" (Level 1) Certificate Program	Audit or Complete certificate program	http://www.ndu.edu/iCollege/pcs/pcs_ea.html	http://www.zachman.com/zachman-certified/zachman-certified-enterprise-architect	http://www.architecting-the-enterprise.com/training/TOGAF_9_for_practitioners/TOGAF_9_for_practitioners_(level_1+2).php
		N/A		Complete NDU Information Resources Management College Enterprise Architecture (EA) "Enterprise Architect" (Level 2) Certificate Program	Complete certificate program			
		N/A		Complete NDU Information Resources Management College Enterprise Architecture (EA) "Chief Architect" (Level 3) Certificate Program	Complete certificate program			
		N/A		Read and understand the GOA's Enterprise Architecture Maturity Model Framework (EAMMF)	Independent Reading			
	Architecture Development Tools	2	Knowledge of architecture development tools, and the SM DoD Architecture Framework.	Attend AFCEA Course: DoD Architecture Framework Implementation (E);	Search for course by title ***(AFCEA course schedule changes. Locate current offering on this page)***	http://www.afcea.org/education/	http://www.tonex.com/Courses/11770/	
		3		IBM Rational System Architect	Attend Training	http://www-	http://www-	http://www-

Entry Level GS1-8 | Intermediate Level GS 9-13 | Senior Level GS 14-15 | Notes

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Spectrum Professional Development Plan

Competency	Skill	Proficiency Level	Skill Definition	Learning Resource (LR)	LR Summary	Primary LR Link	Secondary LR Link	Tertiary LR Link
5.7 Provide technical electromagnetic environmental effects (E3) and spectrum engineering support upon request from the Combatant Commands, their components and the Military Services	E3 Engineering	2	Maintains a professional and comprehensive knowledge of electronic phenomena and the principles, techniques and practices of electronics engineering combined with special emphasis on Electromagnetic Environmental Effects (E3) and spectrum management.	Rotation to various divisions within JSC, Rotation to Service FMO, Rotation to E3 Lab or engineering division (E)	Rotational assignment; Attendenace/paper presentation at professional conferences.	OJT, See Director or Manager.	http://www.afcea.org/events/	http://www.ieee.org/conferences_events/index.html
		2		Attend Ft. Gordon Courses (E) Log-in with CAC, create an account, then navigate to the Electromagnetic Spectrum Manager's Course.	Attend training	https://train.gordon.army.mil/	https://acc.dau.mil/CommunityBrowser.aspx?id=113092	
		2		Attend relevant EMC Related Short courses and/or certificate program (e.g., Univ Miss Rolla, Clemson University Vehicular Electronics, Georgia Tech Research Institute, Navy/NKO E3 Related courses, AFCEA Courses, IEEE Courses and specialized E3 related courses such as Lightning courses by LTI) (E)	Attend training	http://dce.mst.edu/noncredit/certificates/emc_2nd_ed_video.html	http://www.lightningtech.com/fsets/courses.html	
		2		Attend JSC Courses: EMC By Design, Grounding, Bonding and Shielding (GBS), MIL-STD-461/464, RADHAZ, Introduction to EMP (E)	Attend training	https://acc.dau.mil\learn		
		N/A		Attendance and paper presentation at professional conferences (e.g., AOC, AFCEA, IEEE, E3, DoD Spectrum Summit, JEWC) (I)(S)				
5.7 Provide technical electromagnetic environmental effects (E3) and spectrum engineering support upon request from the Combatant Commands, their components and the Military Services	RF Engineering	2	Knowledge of RF engineering principles.	Rotation to various divisions within JSC, Rotation to Service FMO, Rotation to E3 Lab or engineering division (E);	Rotational assignment	OJT - See Director or Manager.		

GroupId	TaskId	TypeID	CourseTitle	CourseInfo	Type	Vendor	Learning Resource Link
DSO51	DSO139		.NET Architecture and Design Principles: Building Distributed Applications Training	.NET Architecture and Design Principles presents key concepts in distributed systems. Learn to build systems that are scalable, reliable and secure. Discussions range from object-oriented programming to enterprise patterns, networking to Web Services, caching to distributed databases, and client/database applications to very large-scale web sites.	Classroom Course	DevelopMentor, Inc.	http://www.develop.com/training-course/.net-architecture-design-training
DSO51	DSO139		Software Architecture: Principles and Practices	This course introduces the essential concepts of software architecture. A software architecture is an abstract view of a software system distinct from the details of implementation, algorithms, and data representation. Architecture is, increasingly, a crucial part of a software organization's business strategy.	Classroom Course	Software Engineering Institute	http://www.sei.cmu.edu/training/p35.cfm
DSO51	DSO139		Department of Defense Architecture Framework (DoDAF)	In our hands-on 2-3 day DoDAF workshop you will use a comprehensive methodology for designing operational, technical, and systems architecture views and products consistent with the DoDAF guidelines. In the workshops, you will apply DoDAF compliance concepts and principles to design your own DoDAF-compliant system. You will use the most up-to-date tools and techniques for creating and evaluating required architectural products. You will learn strategies proven successful for saving time while avoiding costly pitfalls when meeting DoDAF requirements.	On-site or at vendor's location.	Wizdom Systems, Inc.	http://www.wizdom.com/dodaftraining.html
DSO51	DSO139		Enterprise Architecture Training (Course Number: 757)	Enterprise Architecture Training Courses will focus on the essential elements required for developing results-driven EA programs that are designed to meet your requirements. It clearly explains enterprise architecture's vital role in enabling—or constraining—the execution of business strategy. Enterprise Architecture Courses provide clear frameworks, thoughtful case examples, and a proven-effective structured process for designing and implementing effective enterprise architectures.	Classroom Course	Tonex, Inc.	http://www.tonex.com/training-courses/enterprise-architecture-training/

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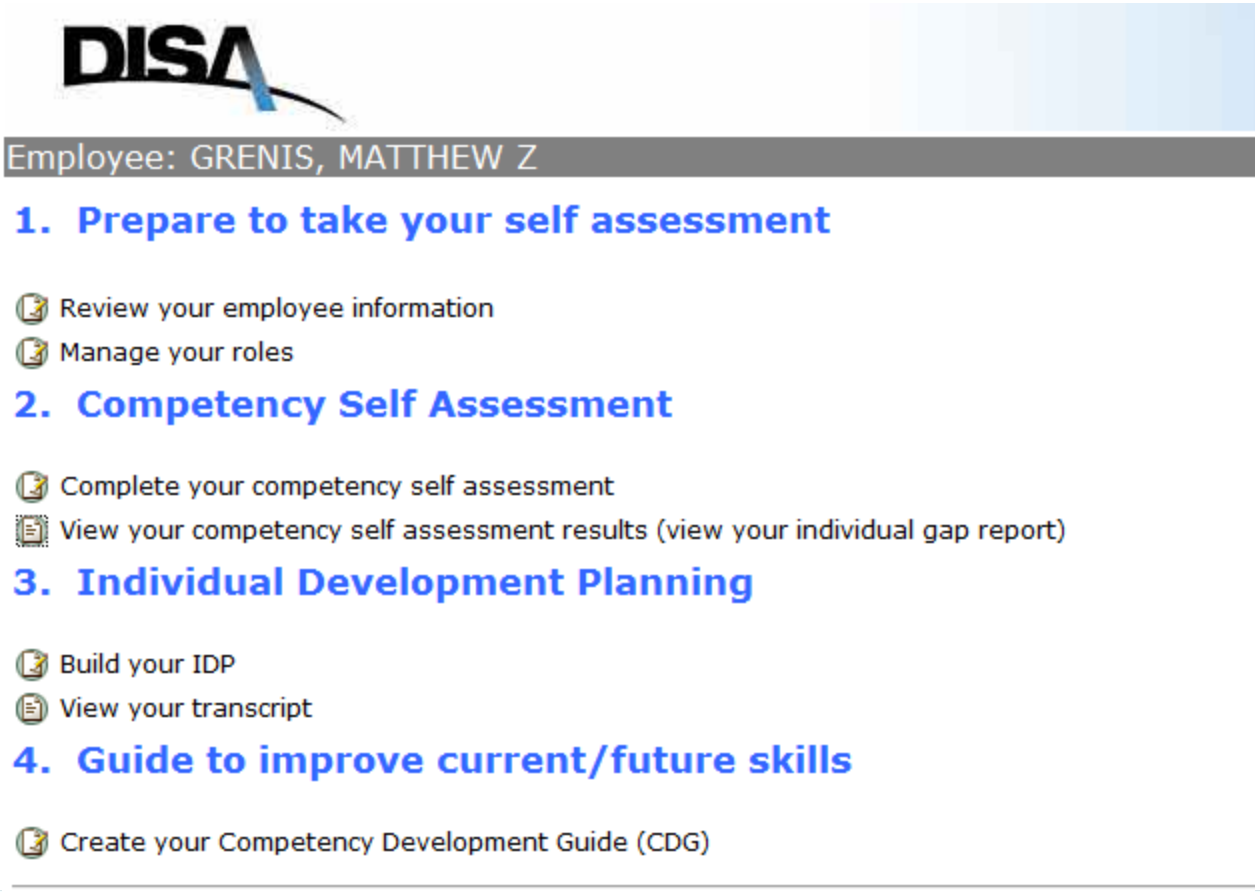
DISA
Employee: GRENIS, MATTHEW Z
1. Prepare to take your self assessment
Review your employee information
Manage your roles
2. Competency Self Assessment
Complete your competency self assessment
View your competency self assessment results (view your individual gap report)
3. Individual Development Planning
Build your IDP
View your transcript
4. Guide to improve current/future skills
Create your Competency Development Guide (CDG)

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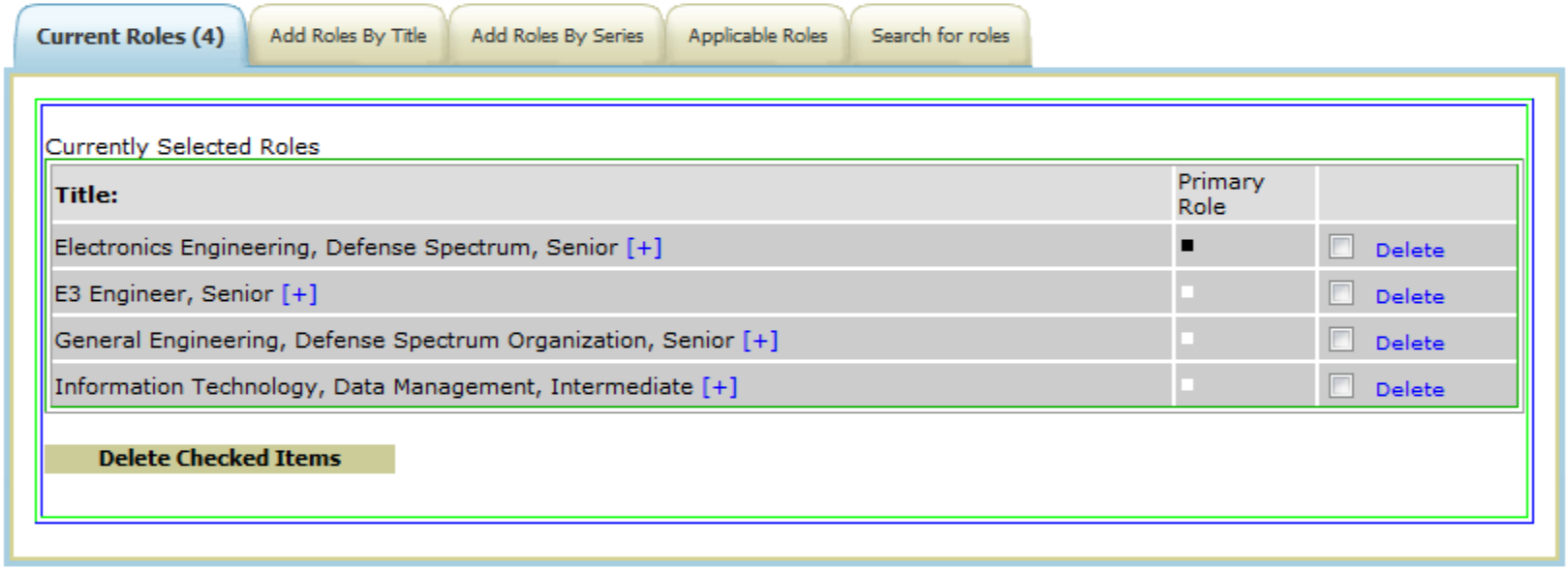
1. Prepare to take your self assessment

- Review your employee information
- Manage your roles



PROFICIENCY SCALE

Expert (4): Expert skill level, extensive experience, applies skill in very complex situations, requires no supervision.
Advanced (3): Advanced skill level, advanced experience, applies skill in complex situations, requires minimal supervision.
Intermediate (2): Intermediate skill level, some experience, applies skill in moderately challenging situations, requires occasional supervision.
Basic (1): Basic skill level, minimal experience, applies skill in simple situations, requires close supervisor.
None/not evident (0): Does not demonstrate the skill.

COMPETENCY SELF ASSESSMENT

Professional Skills +

	Expert	Advanced	Intermediate	Basic	None/not evident	N/A
1. Continual Learning +	4	3	2	1	0	○
2. Integrity/ Honesty +	4	3	2	1	0	○
3. Public Service Motivation +	4	3	2	1	0	○
4. Oral Communication +	4	3	2	1	0	○
5. Written Communication +	4	3	2	1	0	○
6. Interpersonal Skills +	4	3	2	1	0	○
7. Analytic Thinking +	4	3	2	1	0	○
8. Technical Documentation +	4	3	2	1	0	○

Leadership Skills +

	Expert	Advanced	Intermediate	Basic	None/not evident	N/A
1. Team Building +	4	3	2	1	0	○
2. Accountability +	4	3	2	1	0	○
3. Decisiveness +	4	3	2	1	0	○
4. Influencing/Negotiating +	4	3	2	1	0	○
5. DoD Mission & Culture +	4	3	2	1	0	○
6. Conflict Management +	4	3	2	1	0	○
7. Leveraging Diversity +	4	3	2	1	0	○
8. Developing Others +	4	3	2	1	0	○
9. Continuous Improvement +	4	3	2	1	0	○
10. Human Capital Management +	4	3	2	1	0	○
11. Empowering Others +	4	3	2	1	0	○
12. DoD Corporate Perspective +	4	3	2	1	0	○
13. National Security Foundation +	4	3	2	1	0	○

Technical Skills: Technology Fundamentals +

	Expert	Advanced	Intermediate	Basic	None/not evident	N/A
1. Defense Spectrum Management Architecture (DSMA) Fundamentals +	4	3	2	1	0	○
2. Architecture Development Tools +	4	3	2	1	0	○
3. Strategic Planning (SM Regulation and Policy) +	4	3	2	1	0	○
4. Joint Spectrum Planning +	4	3	2	1	0	○
5. Spectrum systems and technologies +	4	3	2	1	0	○
6. Spectrum Management Policies and Procedures - Basic +	4	3	2	1	0	○
7. Spectrum Management Policies and Procedures - Advanced +	4	3	2	1	0	○
8. Spectrum Requirements Planning +	4	3	2	1	0	○
9. SM/E3 Policy and Procedure Development +	4	3	2	1	0	○
10. DoD/Nat'l/Int'l SM/E3 Policy and Regulation +	4	3	2	1	0	○
11. EMC Standardization +	4	3	2	1	0	○
12. Spectrum Enterprise Architecture +	4	3	2	1	0	○
13. EMC Harmonization +	4	3	2	1	0	○
14. Data Management Principles +	4	3	2	1	0	○
15. Spectrum Reallocation Impact Assessment +	4	3	2	1	0	○
16. Identification of Alternate Spectrum +	4	3	2	1	0	○
17. Software Project Management +	4	3	2	1	0	○
18. EM Data Interpretation +	4	3	2	1	0	○
19. SM Operational Impact of Legislation +	4	3	2	1	0	○
20. Lead SM Impact Assessment of Legislation +	4	3	2	1	0	○
21. Spectrum Technology Testbed Initiative +	4	3	2	1	0	○
22. EM Data Acquisition Management +	4	3	2	1	0	○
23. Spectrum Reallocation Cost Assessment +	4	3	2	1	0	○
24. DoD Acquisition Process +	4	3	2	1	0	○
25. Requirements Development and Verification +	4	3	2	1	0	○
26. E3/SS Subject Matter Expert +	4	3	2	1	0	○

2. Competency Self Assessment

Complete your competency self assessment

View your competency self assessment results (view your individual gap report)

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Individual Gap Report by Competency for GRENIS, MATTHEW Z

Your Individual Gap Report shows your competency gaps based on the results of the answers in your competency self assessment. Positive gap numbers reflect skill gaps and will be shown at the top of each competency type list. A gap of 0 indicates that no gap exists. Negative gap numbers show that you assessed yourself above the required skill level in that competency. Please refer to the User's Guide for a more detailed explanation of this report.

General Engineering, Defense Spectrum Organization, Senior (DSOENG3)

Competency Type	Competency Category	Required Skill Level	Employee Skill Level	Skill Gap	Importance Factor	Weighted Skill Gap
Leadership						
Conflict Management	Very Important	4	3	1	3	3
Leveraging Diversity	Very Important	4	3	1	3	3
Developing Others	Very Important	4	3	1	3	3
Continuous Improvement	Very Important	4	3	1	3	3
Human Capital Management	Very Important	4	3	1	3	3
Empowering Others	Very Important	4	3	1	3	3
DoD Corporate Perspective	Very Important	4	3	1	3	3
National Security Foundation	Very Important	4	3	1	3	3
Professional						
Continual Learning	Very Important	4	3	1	3	3
Integrity/ Honesty	Very Important	4	4	0	3	0
Public Service Motivation	Very Important	4	4	0	3	0
Oral Communication	Very Important	4	4	0	3	0
Written Communication	Important	4	4	0	2	0
Interpersonal Skills	Important	4	4	0	2	0
Technical						
SW Programming	Important	4	1	3	2	6
	Important	4	1	3	2	6
	Important	4	1	3	2	6
	Important	4	2	2	2	4

2. Competency Self Assessment

- Complete your competency self assessment
- View your competency self assessment results (view your individual gap report)

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Skill Title	GAP	Link
Space System SM Basics	6	Select
SW Programming	6	Select
SW Engineering Management	6	Select
Defense Spectrum Management Architecture (DSMA) Fundamentals	4	Select
Architecture Development Tools	4	Select
Spectrum Requirements Planning	4	Select
Spectrum Enterprise Architecture	4	Select
Spectrum Reallocation Impact Assessment	4	Select
Identification of Alternate Spectrum	4	Select
Spectrum Technology Testbed Initiative	4	Select
Spectrum Reallocation Cost Assessment	4	Select
Technology Risk Assessment	4	Select
Monitor Technology Developments	4	Select
EST Outreach	4	Select
Operational Spectrum Data	4	Select
Propagation Predictions	4	Select
Jamming Basics	4	Select
Measurement Expertise	4	Select
RF Modeling Principles	4	Select
Emerging Spectrum Technologies (EST)	4	Select
Authoritative Data Sources (ADS)	4	Select
Database Administration	4	Select
Organizational IT Architecture	4	Select
Policy & Standards Knowledge	3	Select
Conflict Management	3	Select

3. Individual Development Planning

Build your IDP
View your transcript

Add by Gap | Add by Search | Add Other | IDP Report | View Suggestions

Date Approval Requested 10/31/2011

Submit IDP requests to supervisor

Title	Description	
Knowledge as Strategy: Performance Improvement	Knowledge as Strategy: Performance Improvement : OL0272 In the 21st century--the Knowledge Age--corporations will see workers as intellectual capital. Workers themselves, rather than just information, will become the resources that allow organizations to respond quickly and effectively to rapid change. Learning is at the core of these demands--whether it's learning a new skill, knowing how to manage existing and new knowledge, or creating organizational structures that support continuous learning. This course introduces learners to a new focus on performance improvement based on knowledge as the competitive advantage Details	Entered in Plan: 04/ Start: 05/ Est.Completed: 09/ Actual Completed: Manager Review: 04/
675 Ways to Develop Yourself and Your People: Strategies, Ideas, and Activities for Self-Development and Learning in the Workplace	675 Ways to Develop Yourself and Your People: Strategies, Ideas, and Activities for Self-Development and Learning in the Workplace : BK0146 Reflecting real needs of real people in today's workplace, this engaging, hands-on resource contains exercises, activities, and strategies to help you take control of moving your career in the right direction - and help your people do the same. Details	Entered in Plan: 04/ Start: 04/ Est.Completed: 09/ Actual Completed: Manager Review: 04/

3. Individual Development Planning

Build your IDP

View your transcript

Series 0855

Focus Defense Spectrum Organization

Level Senior

Competency Development Guide

4. Guide to improve current/future skills

Create your Competency Development Guide (CDG)

Individual Competency Development Guide

Series: 0855
Area of Focus: Defense Spectrum Organization
Performance Level: Senior

Leadership Competency	Suggest Learning Resources
Conflict Management Ability to anticipate and take steps to prevent counter-productive confrontations. Ability to manage and resolve conflicts and disagreements in a constructive manner.	Books: 1) *Conflict Management* DISA Online Training System: 1) *Constuctive Conflict Resolution* (DOTS) On-line course : 1) *Understanding Conflict* (DISA-Elearning)
Leveraging Diversity Ability to foster an inclusive workplace where diversity and individual differences are valued and leveraged to achieve the vision and mission of the organization. Ability to seek out diverse ideas, opinions and insights, respecting the values and perceptions of others. Ability to examine biases and seek insights to avoid stereotypical responses and behavior.	Books: 1) *Managing Diversity: The Courage to Lead* (DISA-eLearning) On-line course : 1) *Diversity on the Job: Diversity and You* (DISA e-Learning) 2) *Diversity on the Job: The Importance of Diversity and the Changing Workplace* (DISA e-Learning) 3) *Workplace Diversity* (DISA-eLearning) Simulation: 1) *Managing Diversity in the Workplace Simulation* (DISA-eLearning)
Developing Others Ability to develop the ability of others to perform and contribute to the organization by inspiring and providing a learning environment of ongoing feedback and opportunities to learn through formal and informal methods, enabling employees to address skill gaps and realize their highest potential. Ability to encourage and support enhancement of a joint perspective.	Books: 1) *675 Ways to Develop Yourself and Your People: Strategies, Ideas, and Activities for Self-Development and Learning in the Workplace* (DISA-eLearning) On-line course : 1) *Leading by Enabling* (DISA-eLearning)
Continuous Improvement Ability to create an environment that supports innovation, continuous improvement, and risk taking. Ability to lead efforts to improve or streamline processes. Ability to investigate and adopt best practices.	On-line course : 1) *Knowledge as Strategy: Performance Improvement* (DISA-eLearning) 2) *Production, Quality and Manufacturing Fundamentals* (DAU) 3) *The Potential of Self-directed Learning* (DISA-ELearning)
Human Capital Management Ability to build and manage workforce based on organizational goals, budget considerations, and staffing needs. Ability to ensure that employees are appropriately recruited, selected, appraised, and rewarded. Ability to take action to address performance problems. Ability to manage a multi-sector workforce in a variety of work situations.	Books: 1) *Addressing the Human Capital Crisis in the Federal Government: A Knowledge Management Perspective* 2) *Human Capital Management: Achieving Added Value through People* (DISA-eLearning) On-line course : 1) *Knowledge as Strategy: Performance Improvement* (DISA-eLearning) 2) *The Power of the Learning Organization* (DISA-eLearning)
Empowering Others	Simulation:

Organizational Process

- Determine/develop Organizational E3/Spectrum-related METs
- Determine Competencies, functions, skills required to execute the tasks
- Determine available training/new training to ensure employees have the proper skills at the appropriate experience levels
- Integrate the findings into Organizational personnel management system

SPDP
Next Steps/Way Ahead

- Ongoing maintenance and review to ensure Plan content accuracy and link currency
- Institute feedback system to add or delete training a necessary
- Conduct Gap Analysis and to fill Plan gaps (Additional resources may be necessary)
- Determine contacts and resources to pursue development of University-level courses and/or relevant degree programs
- Process/mechanisms to introduce formal training in DOD organizations

Summary

- Progress
  - Strong Governance – DoDI vs DoDD
  - Expansion of E3/SS Professional Development Awareness and Classroom Training Delivery
  - Incorporation of E3/SS materials into DAU Systems Engineering Curriculum and other educational outlets
    - CLC, ISES, ACC site, Media Library
- Concerns
  - Lack of Comprehensive/Integrated IT-based personnel development systems
  - Stigma of Conference Participation
  - Inconsistent Dissemination of Resources and Information

Other

- Compliance
- Collaboration

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